

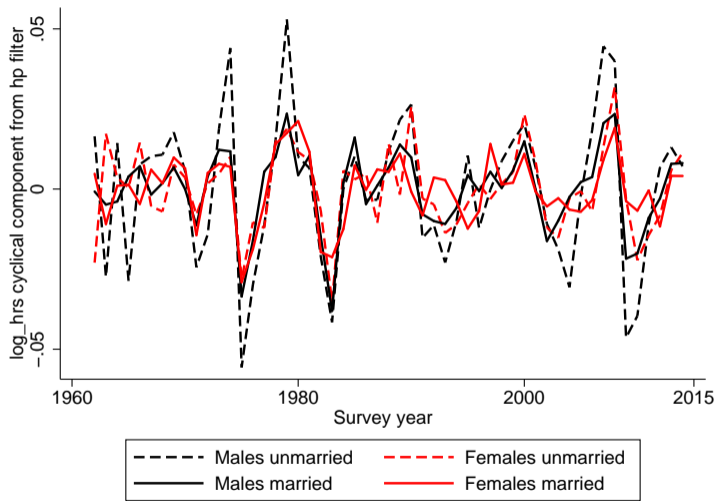
This Time It's Different: The Role of Women's Employment in the Great Lockdown

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*"I can't remember—do I work at home or
do I live at work?"*

Regular Recessions are “Mancessions”



76% of hours volatility due to men!

Why This Time It's Different

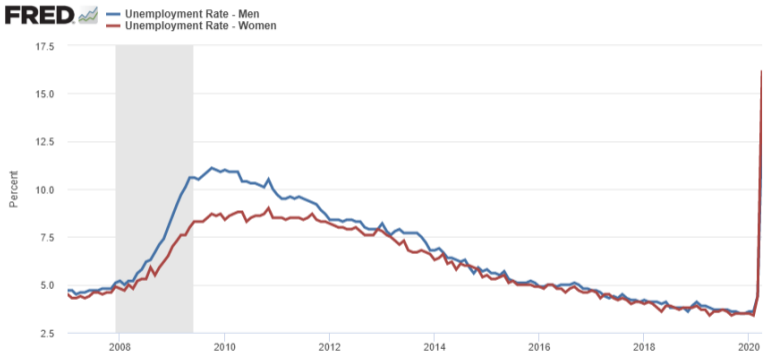
- ▶ Most severely affected sectors are restaurants, travel, and hospitality.

→ Many women work in these sectors!

- ▶ About 15 million single moms in the United States.
- ▶ Among couples raising children who both work full time, moms provide 60 percent of childcare.

→ Women's ability to work more affected by school closures!

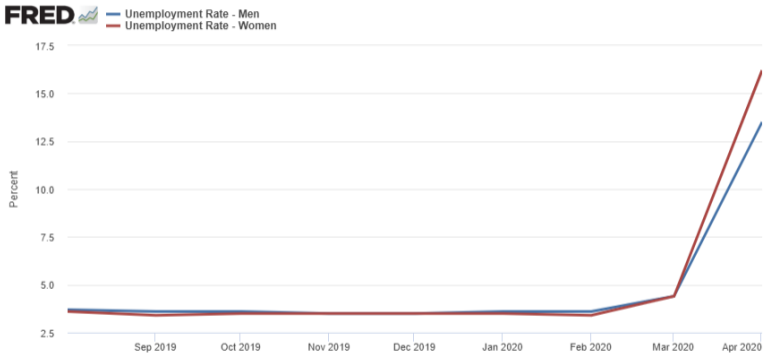
This Time It's Different



Source: U.S. Bureau of Labor Statistics

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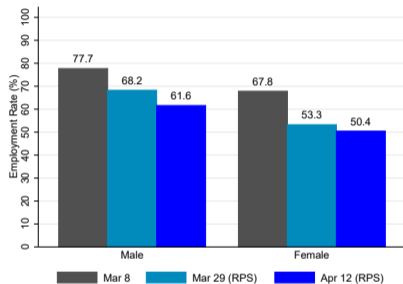
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Germany

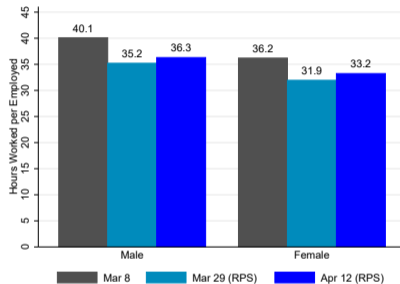
- ▶ Mannheim Corona Studie (Blom et al 2020)
- ▶ Numbers from Mid-April
- ▶ Among those employed in January, 80.7% of men still at work/home office, but only 76.3% of women.

It's Not Just Unemployment

(a) Employment Rate



(b) Hours Worked per Employed



Notes: Data from March 8 are derived from CPS surveys. More recent data are derived from responses to our online RPS survey.

Alexander Bick and Adam Blandin “Real Time Labor Market Estimates During the 2020 Coronavirus Outbreak”

Summarizing Impact on COVID19 on Gender Equality

- ▶ Women losing jobs in larger numbers than men.
- ▶ Single mothers particularly hard hit.
- ▶ Even among those couples where both still work, mothers provide more childcare.
- ▶ Will widen the gender pay gap in the medium term (due to lost returns to experience).
- ▶ But could there be a silver lining?

The Silver Lining

Fathers who can telecommute do 50% more childcare.

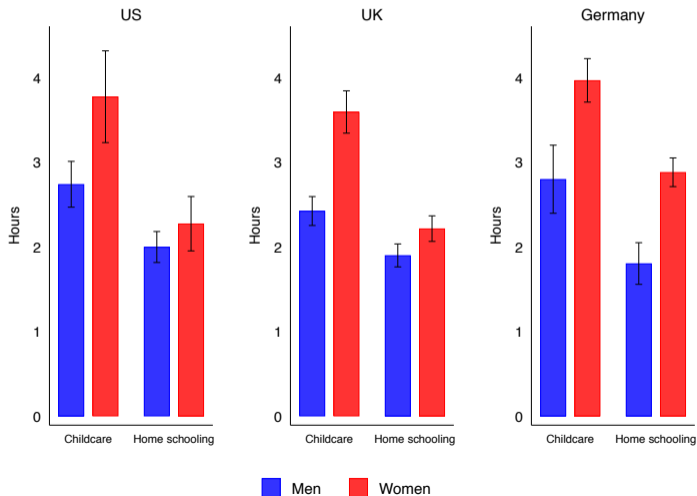
→ **Large rise in work flexibility because of crisis.**

Short-term changes in childcare have long-term impact.

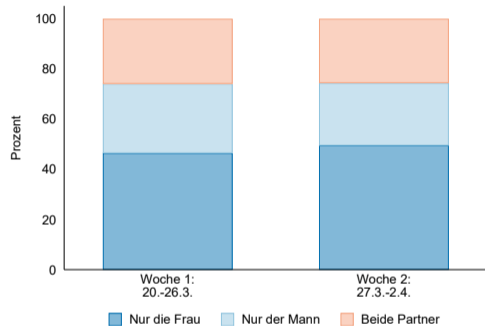
→ **Large rise in number of fathers who are primary childcare provider during the crisis.**

Daily Childcare Responsibilities During the Crisis

Among parents who now work from home



Many Men Now Take Primary Responsibility



Germany: Men now primary childcare provider in more than 20 percent of families.

United States: 12 percentage point March-April increase in millennial moms reporting they share childcare equally with their partner

Continued in mid-April in Germany

Studie zeigt Tamini (2019), dass auch wenige Elternzeitmonate und somit Zeit, in der der Vater mehr Kinderbetreuung übernimmt, langfristige Effekte auf die Gleichverteilung der Sorgearbeit hat.

Abb. 4: Aufteilung der Kinderbetreuung nach dem Geschlecht der/des Befragten vor und während der Krise

Wer übernimmt aktuell den größeren Teil der anfallenden Kinderbetreuung bzw. hat ihn vor der Krise übernommen? Angaben in Prozent



Quelle: Erwerbstätigenbefragung im Auftrag der Hans-Böckler-Stiftung. Nur Befragte, die mit ihrem/ihrer Partner*in sowie mindestens einem Kind bis 14 Jahre im Haushalt leben. Gewichtete Werte.

WSI

Many Men Now Take Primary Responsibility

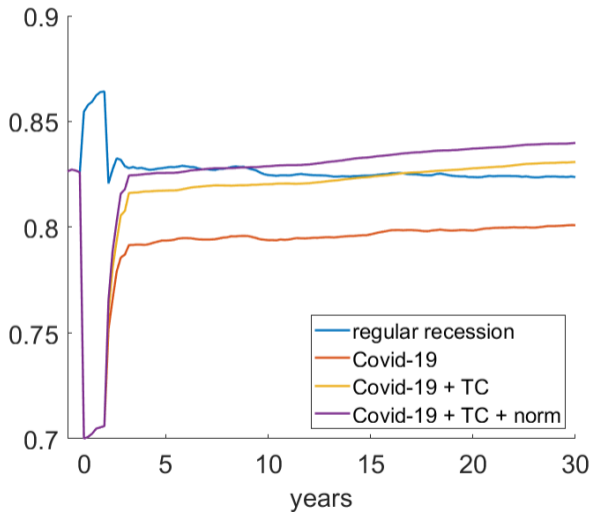


Netherlands: In 30 percent of couples where only mother is in critical occupation father is now sole childcare provider.

Potential for Changing Social Norms

- ▶ Examples from the past: WWII (Goldin and Olivetti 2013) and paternity leave (Farré and González 2019).
- ▶ Email Matthias received: *"I just wanted to say I was excited to see your paper. My husband is a dentist who was never much involved with the kids or domestic activities, and has transformed to a stay-at-home dad for the past 5 weeks while I continue to work from home as a government contractor. The effect on our family has been profound and life changing, and it would NEVER have happened without a global pandemic."*

Model Simulations: Rel. Labor Supply of Mothers vs. Fathers in the LR



Thoughts on Policy

- ▶ Reopening of schools/daycare first order issue.
- ▶ Job stimulus: concentrate on “female sectors” (rather than e.g. the auto industry).
- ▶ Fiscal stimulus: concentrate on families where jobs were lost/hours reduced rather than giving all families a bonus (MPC might be low for many families right now).
- ▶ Expanding parental leave policies: perhaps tie to equal sharing between fathers and mothers.